

Jasper County Base Labor Market Analysis



South Carolina
Department of
Commerce
Labor Market Information

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EXECUTIVE SUMMARY

Population

Jasper County's population growth has been slower than the state's in recent years.

However, future growth is expected to be faster than the state's.

A third of Jasper County's workers come from Beaufort County, and 23% live in Jasper County.

Income

Per capita income growth has been faster than in the state and nation.

Consequently, Jasper County's per capita income moved closer to state and national levels from 1996 to 2006.

Jasper County's average wages are higher than the state's for the community and social services, protective service, food preparation and serving related, building and grounds cleaning and maintenance, and personal care and service occupation groups.

Education

The number of degrees awarded by area post-secondary institutions has increased.

The greatest increase has been in the area of healthcare.

Occupations

Most major occupational groups are expected to have faster growth in Jasper County than in the state.

Requirements for Jasper County's workers are expected to grow in the following levels of education and experience:

Moderate-term on-the-job training, postsecondary vocational award, associate's degree, and bachelor's degree.

Industry

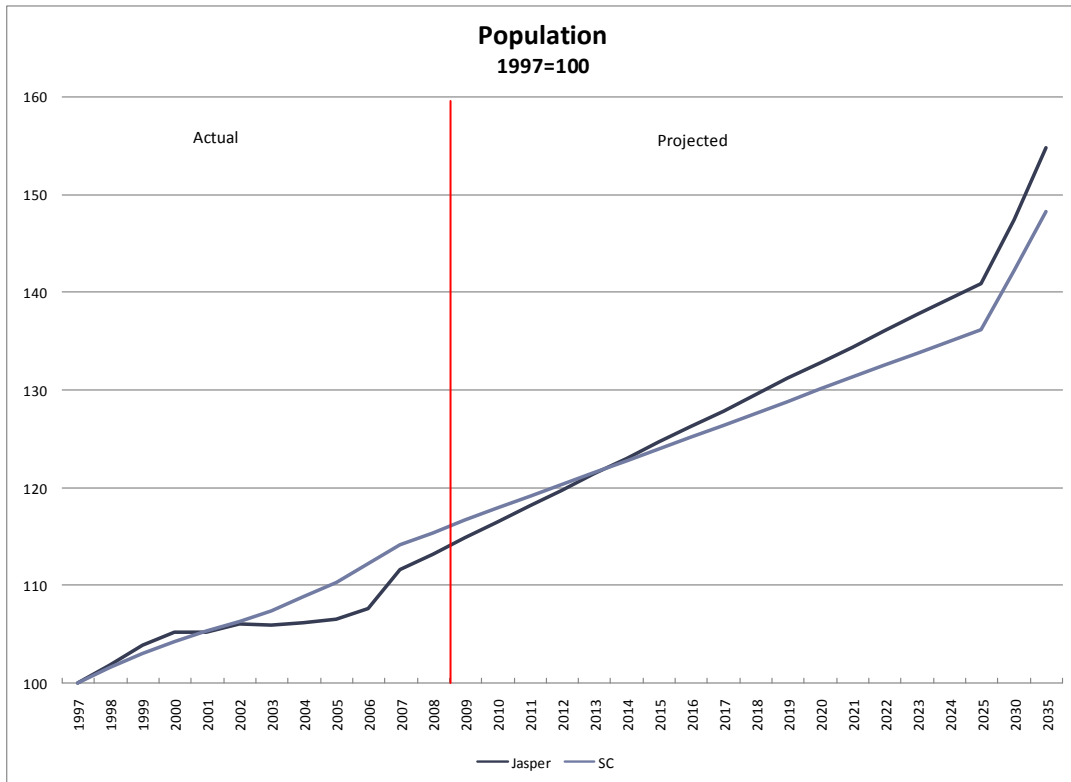
These sectors are rated as having potential in Jasper County:

Nonmetallic mineral product manufacturing and merchant wholesalers, durable goods.

POPULATION

Growth

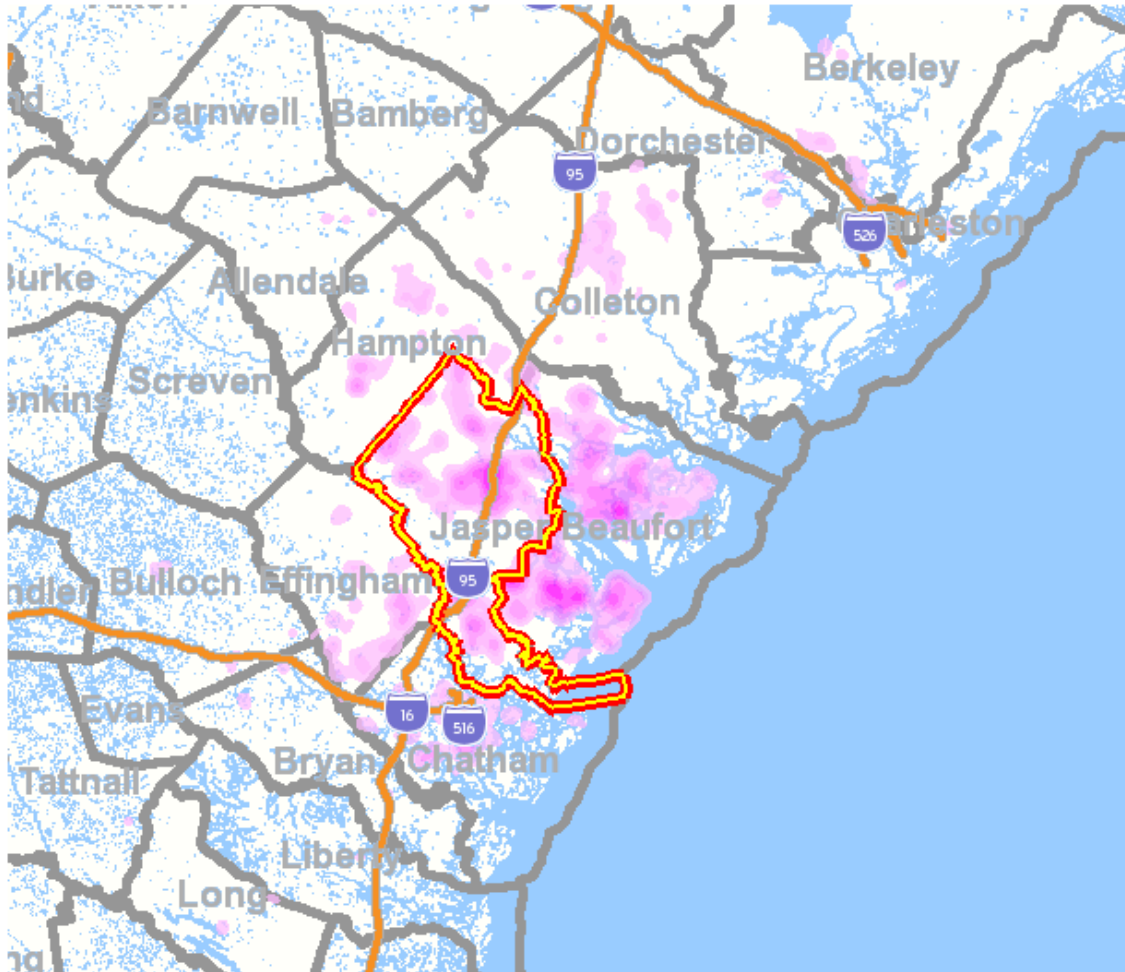
Jasper County's 2007 population was 21,953. The county population has grown by 11.6% since 1997, compared to 14.2% growth for South Carolina. However, Jasper's future population growth is expected to be faster than the state's.



Source: U.S. Census Bureau (estimates) and SC Budget & Control Board/Office of Research and Statistics (projections).

LABORSHED

The map below shows where Jasper County workers come from (in 2006, latest available data). Jasper County draws a third of its workers from Beaufort County, and 23% live in Jasper County.



Source: U.S. Census Bureau, Local Employment Dynamics.

Characteristics of Workers

Age of Workers:

30 or younger	26.4%
31 to 54	56.5%
55 or older	17.1%

Earnings of Workers:

\$1,200 per month or less	23.1%
\$1,201 to \$3,400 per month	49.1%
More than \$3,400 per month	27.8%

States Where Workers Live:

South Carolina	81.2%
Georgia	17.5%
All other locations	1.3%

Counties Where Workers Live:

Beaufort	32.6%
Jasper	22.9%
Chatham (Georgia)	8.1%
Colleton	5.4%
Effingham (Georgia)	4.9%
Hampton	4.3%
Charleston	3.2%
Berkeley	3.0%
Dorchester	2.0%
Richland	1.3%
All Other Locations	12.4%

Cities Where Workers Live:

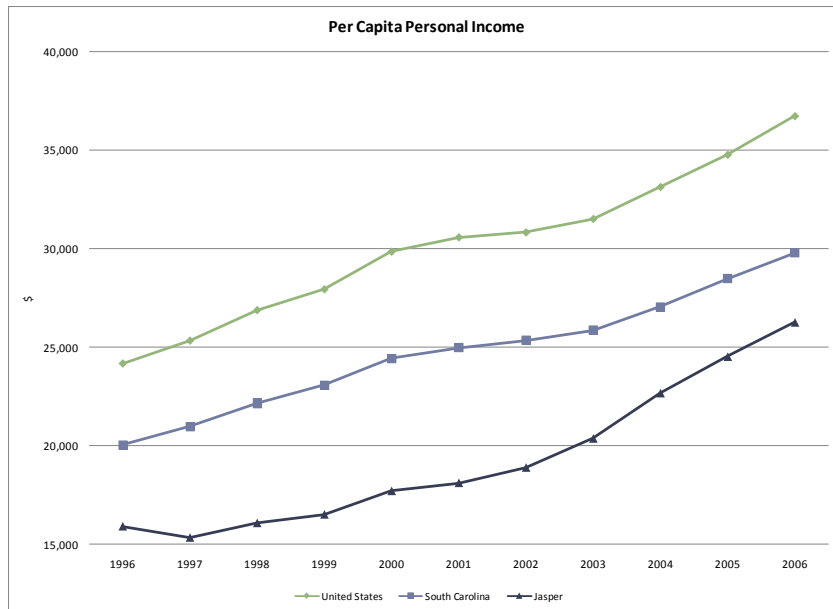
Hilton Head Island, South Carolina	4.3%
Savannah, Georgia	4.1%
Ridgeland, South Carolina	3.3%
Beaufort, South Carolina	2.8%
Bluffton, South Carolina	2.0%
Port Royal, South Carolina	1.9%
Burton, South Carolina	1.3%
Hardeeville, South Carolina	1.3%
Laurel Bay, South Carolina	1.2%
Charleston, South Carolina	1.1%
All Other Locations	76.5%

Source: U.S. Census Bureau, Local Employment Dynamics.

INCOME

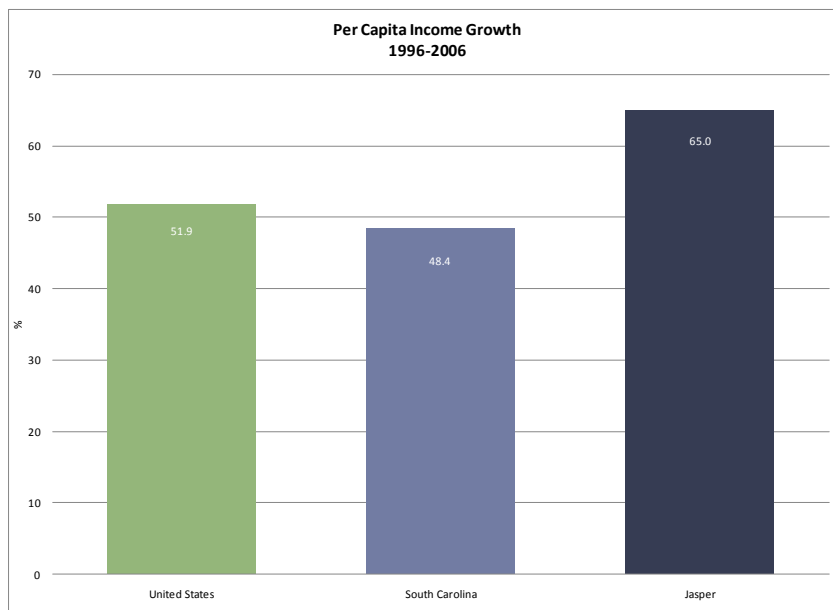
Per Capita Income

Jasper County's per capita income has moved closer to state and national levels.



Source: U.S. Department of Commerce, Bureau of Economic Analysis.

Jasper County's per capita income has grown faster than South Carolina's and the nation's, driven by income growth that was well above average.



Source: U.S. Department of Commerce, Bureau of Economic Analysis.

Wages by Industry

Jasper County's average wages are below those of South Carolina (\$641 vs. \$680 in 2007). Average wages were up 38% in Jasper County over the past five years, compared to 18% for the state. All major sectors for which data was available, except real estate and rental and leasing, had growth.

Industry	NAICS Code	2007 Average Weekly Wage (\$)	2002 Average Weekly Wage (\$)	% Change
Total, Private and Government		641	464	38
Construction	23	720	515	40
Manufacturing	31-33	648	475	36
Retail Trade	44-45	485	441	10
Transportation and Warehousing	48-49	NA	424	
Information	51	NA	NA	
Finance and Insurance	52	1,146	457	151
Real Estate and Rental and Leasing	53	438	542	-19
Administration & Support & Waste Management & Remediation Services	56	643	478	35
Arts, Entertainment, and Recreation	71	989	566	75
Accommodation and Food Services	72	267	196	36
Other Services (Except Public Administration)	81	424	277	53
Federal Government		845	697	21
State Government		630	NA	
Local Government		620	NA	

Source: U.S. Department of Labor, Bureau of Labor Statistics, Quarterly Census of Employment and Wages.

Wages by Occupation

Average wages in Jasper County are higher than the state average in the following occupational groups:

- Community and social services
- Protective service
- Food preparation and serving related
- Building and grounds cleaning and maintenance
- Personal care and service

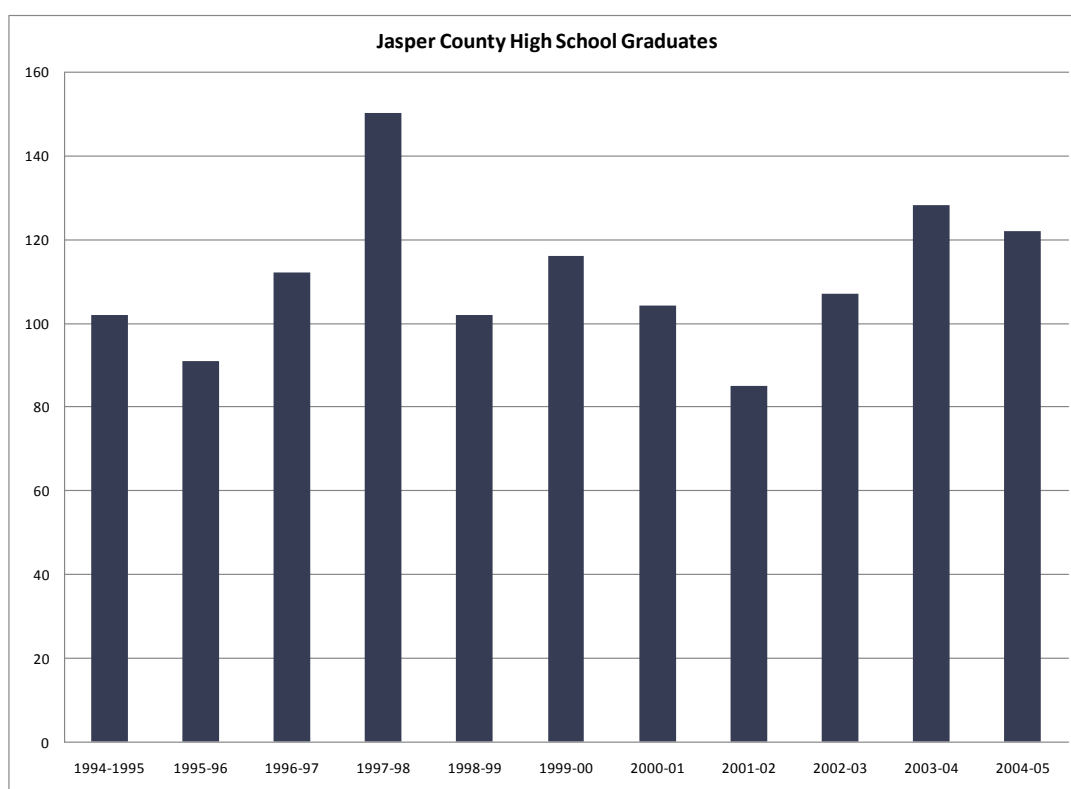
Occupation	2007 Jasper County Median Hourly Wage (\$)	2007 SC Median Hourly Wage (\$)
Management occupations	21.89	28.78
Business and financial operations occupations	18.58	20.28
Computer and mathematical science occupations	22.52	26.20
Architecture and engineering occupations	20.22	30.22
Life, physical and social science occupations	20.44	22.76
Community and social services occupations	14.19	13.18
Legal occupations	17.28	30.68
Education, training and library occupations	24.10	24.42
Arts, design, entertainment, sports and media occupations	12.12	12.66
Healthcare practitioners and technical occupations	26.07	30.64
Healthcare support occupations	9.56	10.55
Protective service occupations	15.84	13.87
Food preparation and serving related occupations	8.07	7.90
Building and grounds cleaning and maintenance occupations	9.76	8.42
Personal care and service occupations	9.02	8.39
Sales and related occupations	12.63	13.48
Office and administrative support occupations	12.44	13.22
Farming, fishing, and forestry occupations	11.18	13.07
Construction and extraction occupations	15.69	16.51
Installation, maintenance and repair occupations	16.30	16.88
Production occupations	12.49	15.21
Transportation and material moving occupations	11.54	12.94

Source: Economic Modeling Specialists, Inc.

EDUCATION

High School Graduates

From 1995 to 2005 (latest data available), the number of Jasper County students receiving high school diplomas rose by 20 (20%). In South Carolina, on the other hand, the number of high school diplomas increased 9% from 1995 to 2005. A total of 122 people received high school diplomas in Jasper County in 2005. Jasper County had 22 more 12th grade students in 2004-05 than in 1994-95. Also, the number of Jasper County students not passing the exit exam who received a certificate of completion instead of a diploma was up by 19 (to 25) over the 1995-2005 period.



Source: National Center for Education Statistics.

Higher Education Graduates

Over 4,200 more students graduated from higher educational institutions in the Lowcountry area in 2006 than in 1996, an increase of 50%. The greatest numerical increase was in the healthcare field.

Program	1996	2006	Change	% Change
Agriculture, agriculture operations, and related sciences	36	31	-5	-14
Architecture and related services	42	148	106	252
Area, ethnic, cultural, and gender studies	-	8	8	
Biological and biomedical sciences	343	435	92	27
Business, management, marketing, and related support services	1,161	1,618	457	39
Communication, journalism, and related programs	153	402	249	163
Communications technologies/technicians and support services	16	270	254	1,588
Computer and information sciences and support services	184	398	214	116
Construction trades	10	34	24	240
Education	1,036	1,043	7	1
Engineering technologies/technicians	214	262	48	22
Engineering	72	67	-5	-7
English language and literature/letters	175	207	32	18
Family and consumer sciences/human sciences	163	230	67	41
Foreign languages, literatures, and linguistics	50	108	58	116
Health professions and related clinical sciences	1,705	2,637	932	55
Legal professions and studies	100	92	-8	-8
Liberal arts and sciences, general studies and humanities	505	734	229	45
Mathematics and statistics	83	63	-20	-24
Mechanic and repair technologies/technicians	178	403	225	126
Multi/interdisciplinary studies	38	118	80	211
Natural resources and conservation	8	19	11	138
Parks, recreation, leisure, and fitness studies	7	36	29	414
Personal and culinary services	107	206	99	93
Philosophy and religious studies	23	58	35	152
Physical sciences	102	120	18	18
Precision production	137	85	-52	-38
Psychology	270	334	64	24
Public administration and social service professions	139	165	26	19
Science technologies/technicians	3	-	-3	-100
Security and protective services	283	477	194	69
Social sciences and history	532	602	70	13
Theology and religious vocations	7	37	30	429
Transportation and materials moving	159	114	-45	-28
Visual and performing arts	500	1,239	739	148
TOTAL	8,541	12,800	4,259	50

Source: National Center for Education Statistics (Integrated Post Secondary Education System).

Data for these schools: Armstrong Atlantic State University (GA), Beta Tech, Charleston Southern University, Citadel, Clafflin University, College of Charleston, Denmark Technical College, Medical University of South Carolina, Miller-Motte Technical College, Orangeburg Calhoun Technical College, Savannah College of Art and Design (GA), Savannah State University (GA), Savannah Technical College (GA), South Carolina State University, South University-Savannah (GA), Southern Methodist College, Technical College of the Lowcountry, Trident Technical College, University of Phoenix-Savannah Campus (GA), University of South Carolina-Beaufort, University of South Carolina-Salkehatchie, Voorhees College.

OCCUPATIONS

Occupational Projections

Most occupational groups are projected to grow faster in Jasper County than in the state.

See **Appendix A** for detailed occupational information.

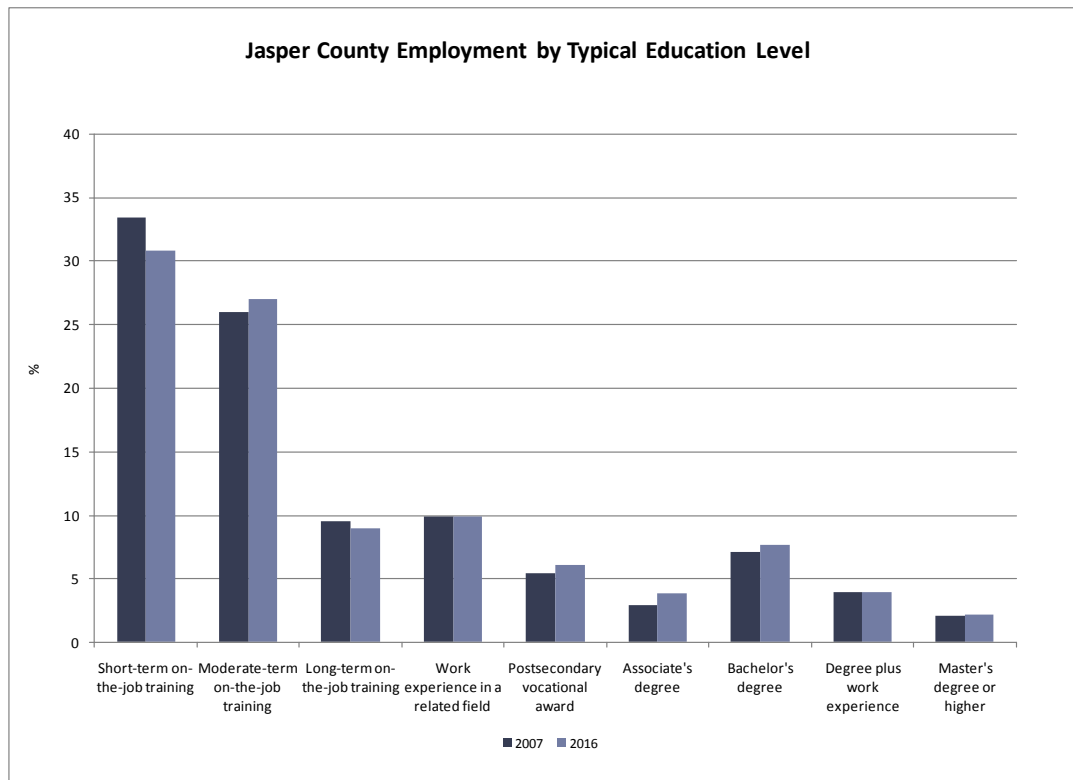
Occupation	2007-2016 Jasper County Projected Growth (%)	2007-2016 SC Projected Growth (%)
Management occupations	28	17
Business and financial operations occupations	45	22
Computer and mathematical science occupations	59	23
Architecture and engineering occupations	67	15
Life, physical and social science occupations	30	15
Community and social services occupations	33	15
Legal occupations	45	21
Education, training and library occupations	31	16
Arts, design, entertainment, sports and media occupations	31	17
Healthcare practitioners and technical occupations	66	24
Healthcare support occupations	52	25
Protective service occupations	39	18
Food preparation and serving related occupations	-10	13
Building and grounds cleaning and maintenance occupations	20	23
Personal care and service occupations	22	7
Sales and related occupations	30	19
Office and administrative support occupations	31	13
Farming, fishing and forestry occupations	13	16
Construction and extraction occupations	35	19
Installation, maintenance and repair occupations	31	17
Production occupations	27	10
Transportation and material moving occupations	34	11

Source: Economic Modeling Specialists, Inc.

Occupational Education Requirements

The trend for occupational growth shows that there will be growth in jobs across skill levels. Based on employment projections, Jasper County is expected to see growth in requirements for the following specific levels of education and experience:

- Moderate-term on-the-job training
- Postsecondary vocational award
- Associate's degree
- Bachelor's degree



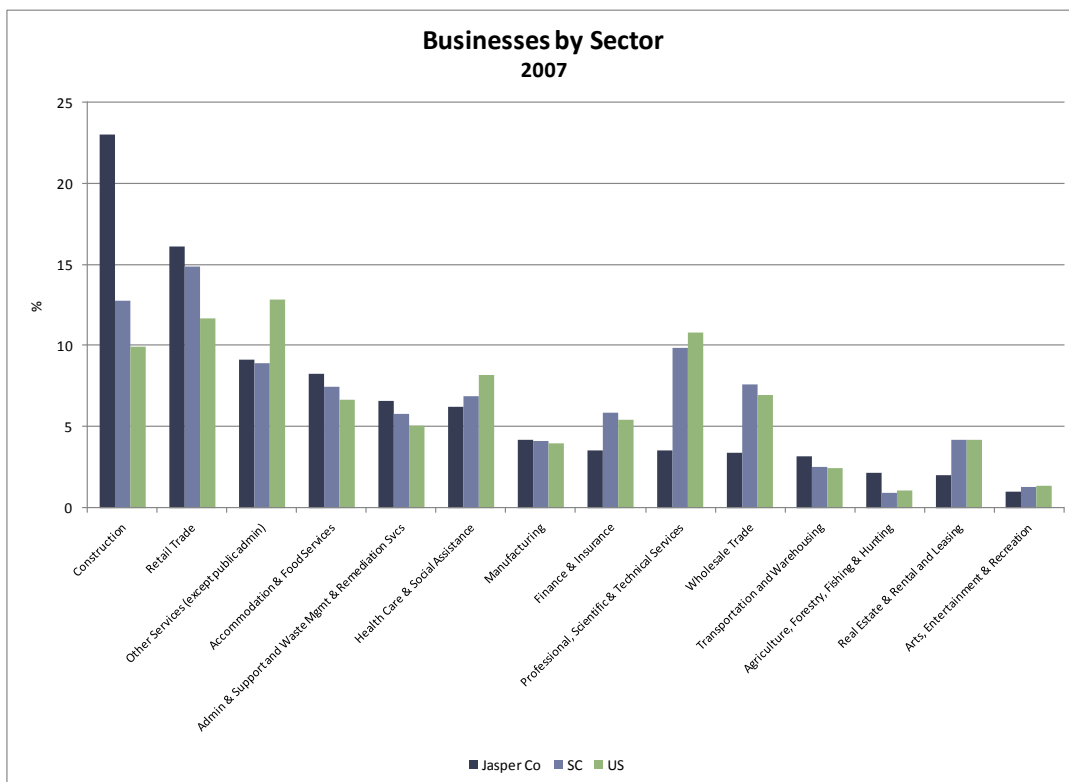
Source: Economic Modeling Specialists, Inc

INDUSTRY

Businesses by Sector

Jasper County had higher percentages of businesses than South Carolina or the nation in the following sectors:

- Construction
- Retail trade
- Accommodation and food services
- Administration and support and waste management and remediation services
- Manufacturing
- Transportation and warehousing
- Agriculture and forestry



Source: U.S. Department of Labor, Bureau of Labor Statistics.

Growth in Number of Businesses

The number of private businesses in Jasper County rose by 11% from 2002 to 2007, compared to a 2% drop for the state. For industry definitions, this analysis uses the North American Industry Classification System (NAICS), the U.S. standard for industry classification.

At the three-digit NAICS code level, based on available data, Jasper County had higher growth in 14 industries compared to South Carolina and the U.S. Below is a list of those 14 industries along with their respective growth rates.

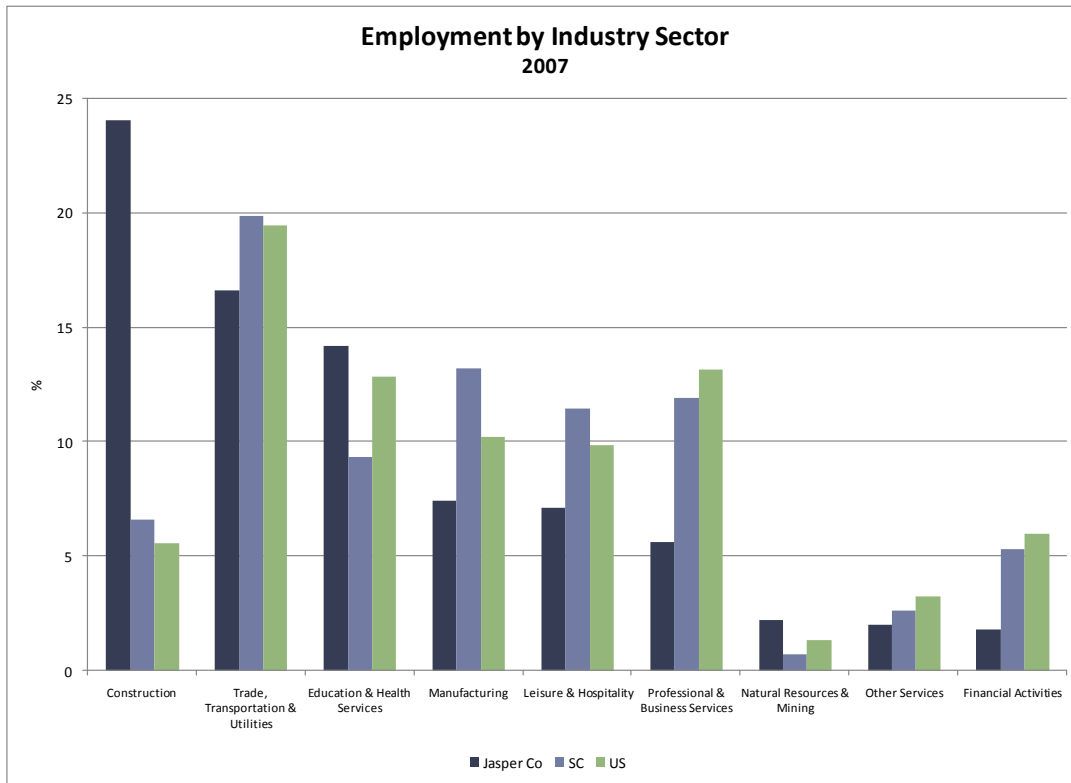
See **Appendix B** for information on all industries.

Industry	2002-2007 Growth (%)		
	Jasper Co.	SC	US
Forestry and logging	28.6	-26.0	-15.2
Construction of buildings	44.0	-0.4	15.4
Nonmetallic mineral product manufacturing	133.3	4.0	3.0
Merchant wholesalers, durable goods	120.0	0.6	-5.6
Motor vehicle and parts dealers	9.1	-11.6	2.2
Furniture and home furnishings stores	80.0	-11.3	3.8
Health and personal care stores	33.3	9.1	10.2
Nonstore retailers	100.0	-17.9	11.9
Truck transportation	55.6	-5.1	5.4
Administrative and support services	22.2	2.2	13.0
Waste management and remediation services	20.0	3.9	15.6
Ambulatory health care services	92.9	7.4	13.3
Personal and laundry services	12.5	-2.4	7.2
Private households	84.6	4.6	24.9

Source: U.S. Department of Labor, Bureau of Labor Statistics.

Employment by Sector

Jasper County has a larger than average share of its jobs in construction, education and health services, and natural resources and mining.



Source: U.S. Department of Labor, Bureau of Labor Statistics.

Industry Analysis

Screening Criteria

Industry sectors were rated on six factors:

- | | |
|------------------------------------|---------------------------------|
| • 2002-2007 employment growth | Competitive effect ¹ |
| • 2002-2007 employment growth rate | Average annual wage |
| • Location quotient ² | Projected growth |

Using those factors, sectors were awarded “stars” based on meeting the following criteria:

- 2002-2007 employment growth of 25 or more (Did the sector add a significant number of jobs?)
- 2002-2007 employment growth rate greater than 53.5% (overall county job growth) (Did the sector add jobs at an above-average rate?)
- Location quotient of at least 1.25 (Does the sector have a significant concentration in the county?)
- Competitive effect greater than 0 (Did the sector add jobs beyond national growth overall and in the sector?)
- Average annual wage greater than \$33,331 (2007 average for the county) (Does the sector pay wages greater than average for the county?)
- Average or above average projected growth (Is the sector expected to add jobs?)

Data Limitations

Because of Census and Bureau of Labor Statistics restrictions, information on detailed industry sectors is quite limited for smaller counties such as Jasper. Therefore, this base analysis is not as comprehensive as those for larger areas. Further analysis can be conducted on growth occupations and using other resources in an attempt to obtain more detailed information on potential focus industries for Jasper County. The Department of Commerce can assist in this supplemental analysis.

Industries of Note

Based on these criteria, ambulatory health care services is a “six star” sector in Jasper County.

The following are “five star” sectors for the county:

- Nonmetallic mineral product manufacturing (with only below-average projected growth as a negative factor)
- Merchant wholesalers, durable goods (location quotient below 1.25)

Industry sectors that generate wealth from outside the area are referred to as the region’s base economy. Base economy sectors are important to an area’s economic well-being. Of the industries noted above, nonmetallic mineral product manufacturing and merchant wholesalers can be considered base economy sectors in Jasper County.

Appendix C has information on all factors for all sectors for Jasper County.

¹ *Competitive Effect: based on shift-share analysis; represents the change in employment in the sector in the county after accounting for overall US employment growth and growth/decline in the sector in the US.*

² *Location Quotient: percentage of employment in the sector in the county divided by the percentage of employment in that sector in the US; gives an indication of how concentrated employment in the sector is in the county compared to the US; based on 2007 data.*

MOVING FORWARD

The South Carolina Department of Commerce appreciates the opportunity to provide this base analysis of Jasper County's labor market. We hope that it will help in advancing the progress of Jasper County's economic development.

What's been done so far?

This analysis identifies the region's assets—both current and future—at a macro level. Labor Market Information (LMI) at the S.C. Department of Commerce developed a Base Labor Analysis report providing an overview of the region's population, industries, occupations, and educational assets. Additionally, these findings were benchmarked against the state and the nation.

What's next?

Because local knowledge is required to interpret and apply the findings appropriately, the Jasper Base Labor Analysis should be used with local stakeholders to identify and define key, targeted industry clusters. Some items to consider when defining these clusters may include the following.

1. *What is Jasper's economic base?*

In order for an economy to grow, it must have a base (export) sector that generates wealth from beyond its borders. Industries in the economic base (manufacturing, scientific and technology services, warehouse and distribution, financial services, regional healthcare, etc.) typically provide occupations with higher pay and benefits as well as better human capital development and promotion opportunities. A successful economic base stimulates the development of the non-base sector (housing, schools, retail, restaurants, personal services, etc.). It also propels the local tax base which, in turn, provides support to community services.

2. *What are strategies to assist low-wage citizens in non-base economy jobs?*

Although the economic base is the driver for long-term growth in a region, implementable strategies for developing job opportunities for low-skilled individuals is a priority for community economic well-being. This need must also be kept in mind when defining target industry clusters.

3. *What other factors are vital to Jasper and its community?*

Over and above pure economic considerations, what is important to the citizens of the Jasper community? How does Jasper want to be perceived? What quality of life issues affect Jasper? These questions may impact the types of industries desired for the area.

How Labor Market Information at the S.C. Department of Commerce can help.

Once local stakeholders have identified key industry clusters vital to the future economic development of the region, LMI can provide more in-depth analysis of each of these industries, their occupations, business establishments, and educational requirements.

1. Detailed Industry Analysis

For each identified industry, LMI can develop a detailed analysis of each sector, including employment, projected growth, staffing patterns, location quotients, and employers. Additionally, the analysis will examine the largest, fastest growing, and declining sectors within the industry cluster.

2. Detailed Occupational Analysis

At this point, the occupations—classified by SOC codes—that make up each of the identified industry clusters can be analyzed in detail. This analysis will include employment, average earnings, educational requirements, projected growth, and completers from available local training programs. It will culminate in identifying gaps between the number of occupations required to sustain and advance industry growth and the number of skilled workers (as identified by educational requirements and program completers) available to fulfill these positions.

3. Identification of Implementable Recommendations

LMI will utilize the findings of the analyses to develop a set of implementable recommendations. These may include recommendations to align community college programs with economic development goals along with others. Finally, local knowledge will once again be called upon to review the findings and develop an action plan for the implementation of feasible solutions.

Appendix A: Occupational Projections for Jasper County

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
11-2022	Sales managers	24	33	9	38	1.07	44.51	Degree plus work experience
11-3011	Administrative services managers	22	30	8	36	1.44	27.42	Degree plus work experience
11-3031	Financial managers	24	33	9	38	0.59	28.90	Degree plus work experience
11-9011	Farm, ranch, and other agricultural managers	42	48	6	14	1.38	12.26	Degree plus work experience
11-9012	Farmers and ranchers	107	99	-8	-7	1.04	6.55	Long-term on-the-job training
11-9021	Construction managers	98	136	38	39	2.18	20.66	Bachelor's degree
11-9051	Food service managers	28	37	9	32	1.03	10.59	Work experience in a related field
11-9081	Lodging managers	19	26	7	37	2.21	15.27	Work experience in a related field
11-9111	Medical and health services managers	24	38	14	58	1.30	38.29	Degree plus work experience
11-9141	Property, real estate, and community association managers	46	69	23	50	0.65	7.45	Bachelor's degree
11-9199	Managers, all other	53	69	16	30	0.54	12.23	Work experience in a related field

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
11-1011	Chief executives	69	90	21	30	1.04	31.76	Degree plus work experience
11-1021	General and operations managers	120	151	31	26	1.12	34.94	Degree plus work experience
13-1023	Purchasing agents, except wholesale, retail, and farm products	10	14	4	40	0.59	18.25	Work experience in a related field
13-1051	Cost estimators	26	39	13	50	1.79	22.71	Work experience in a related field
13-1111	Management analysts	20	35	15	75	0.34	12.85	Degree plus work experience
13-2011	Accountants and auditors	54	76	22	41	0.57	20.37	Bachelor's degree
13-2021	Appraisers and assessors of real estate	18	26	8	44	0.69	7.57	Postsecondary vocational award
13-2052	Personal financial advisors	17	29	12	71	0.40	22.29	Bachelor's degree
17-2051	Civil engineers	16	29	13	81	0.91	26.69	Bachelor's degree
21-1012	Educational, vocational, and school counselors	23	30	7	30	1.43	18.99	Master's degree
21-1015	Rehabilitation counselors	16	21	5	31	1.84	12.59	Master's degree
21-1021	Child, family, and school social workers	31	40	9	29	1.74	14.45	Bachelor's degree
21-2011	Clergy	11	16	5	45	0.70	7.25	Master's degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
23-1011	Lawyers	14	19	5	36	0.27	20.87	First professional degree
25-1099	Postsecondary teachers	42	63	21	50	0.43	51.33	Doctoral degree
25-2011	Preschool teachers, except special education	12	15	3	25	0.38	13.94	Postsecondary vocational award
25-2012	Kindergarten teachers, except special education	23	30	7	30	1.98	26.48	Bachelor's degree
25-2021	Elementary school teachers, except special education	113	150	37	33	1.15	24.53	Bachelor's degree
25-2022	Middle school teachers, except special and vocational education	59	76	17	29	1.40	24.16	Bachelor's degree
25-2031	Secondary school teachers, except special and vocational education	76	94	18	24	1.17	24.08	Bachelor's degree
25-2032	Vocational education teachers, secondary school	12	14	2	17	1.83	28.78	Degree plus work experience
25-2041	Special education teachers, preschool, kindergarten, and elementary school	16	22	6	38	1.19	24.57	Bachelor's degree
25-3099	Teachers and instructors, all other	10	13	3	30	0.27	28.63	Bachelor's degree
25-4021	Librarians	10	13	3	30	1.09	21.05	Master's degree
25-4031	Library technicians	10	13	3	30	--	--	Postsecondary vocational award
25-9041	Teacher assistants	67	84	17	25	0.80	9.85	Short-term on-the-job training
27-2022	Coaches and scouts	16	22	6	38	1.33	23.39	Long-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
27-4021	Photographers	24	27	3	13	0.53	8.78	Long-term on-the-job training
29-1069	Physicians and surgeons	56	75	19	34	1.11	67.55	First professional degree
29-1111	Registered nurses	150	231	81	54	1.01	25.63	Associate's degree
29-1123	Physical therapists	14	22	8	57	1.22	28.79	Master's degree
29-2011	Medical and clinical laboratory technologists	35	92	57	163	3.57	18.94	Bachelor's degree
29-2012	Medical and clinical laboratory technicians	35	72	37	106	3.89	11.61	Associate's degree
29-2033	Nuclear medicine technologists	10	19	9	90	--	--	Associate's degree
29-2034	Radiologic technologists and technicians	54	108	54	100	4.46	20.19	Associate's degree
29-2041	Emergency medical technicians and paramedics	21	34	13	62	1.73	16.05	Postsecondary vocational award
29-2052	Pharmacy technicians	17	26	9	53	0.96	11.25	Moderate-term on-the-job training
29-2061	Licensed practical and licensed vocational nurses	66	99	33	50	1.51	15.81	Postsecondary vocational award
29-2071	Medical records and health information technicians	19	28	9	47	1.89	10.29	Associate's degree
31-1011	Home health aides	38	51	13	34	0.68	8.25	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
31-1012	Nursing aides, orderlies, and attendants	146	227	81	55	1.66	8.81	Postsecondary vocational award
31-9092	Medical assistants	64	95	31	48	2.41	9.69	Moderate-term on-the-job training
31-9099	Healthcare support workers, all other	13	27	14	108	1.06	13.22	Short-term on-the-job training
33-2011	Fire fighters	40	56	16	40	2.36	14.80	Long-term on-the-job training
33-3012	Correctional officers and jailers	58	86	28	48	2.37	15.28	Moderate-term on-the-job training
33-3051	Police and sheriff's patrol officers	38	51	13	34	1.06	15.78	Long-term on-the-job training
33-9032	Security guards	20	24	4	20	0.32	14.28	Short-term on-the-job training
35-1012	First-line supervisors/managers of food preparation and serving workers	39	35	-4	-10	0.74	11.99	Work experience in a related field
35-2011	Cooks, fast food	43	30	-13	-30	1.21	6.55	Short-term on-the-job training
35-2012	Cooks, institution and cafeteria	26	33	7	27	1.08	8.55	Moderate-term on-the-job training
35-2014	Cooks, restaurant	26	22	-4	-15	0.49	9.07	Long-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
35-2015	Cooks, short order	27	24	-3	-11	2.37	8.53	Short-term on-the-job training
35-2021	Food preparation workers	48	53	5	10	0.89	9.38	Short-term on-the-job training
35-3011	Bartenders	13	11	-2	-15	0.40	7.38	Short-term on-the-job training
35-3021	Combined food preparation and serving workers, including fast food	77	64	-13	-17	0.49	7.09	Short-term on-the-job training
35-3022	Counter attendants, cafeteria, food concession, and coffee shop	42	35	-7	-17	1.30	7.98	Short-term on-the-job training
35-3031	Waiters and waitresses	77	66	-11	-14	0.54	6.55	Short-term on-the-job training
35-3041	Food servers, nonrestaurant	10	10	0	0	0.92	8.98	Short-term on-the-job training
35-9011	Dining room and cafeteria attendants and bartender helpers	21	19	-2	-10	0.87	7.72	Short-term on-the-job training
35-9021	Dishwashers	17	16	-1	-6	0.56	7.07	Short-term on-the-job training
35-9031	Hosts and hostesses, restaurant, lounge, and coffee shop	14	12	-2	-14	0.66	6.55	Short-term on-the-job training
37-1011	First-line supervisors/managers of housekeeping and janitorial workers	31	33	2	6	1.38	10.25	Work experience in a related field

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
37-1012	First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	32	41	9	28	3.54	18.30	Work experience in a related field
37-2011	Janitors and cleaners, except maids and housekeeping cleaners	65	91	26	40	0.48	10.76	Short-term on-the-job training
37-2012	Maids and housekeeping cleaners	254	257	3	1	1.99	6.55	Short-term on-the-job training
37-2019	Building cleaning workers, all other	44	45	1	2	1.46	6.56	Short-term on-the-job training
37-2021	Pest control workers	27	40	13	48	4.73	20.36	Moderate-term on-the-job training
37-3011	Landscaping and groundskeeping workers	241	325	84	35	3.83	11.54	Short-term on-the-job training
37-3012	Pesticide handlers, sprayers, and applicators, vegetation	14	17	3	21	2.30	7.39	Moderate-term on-the-job training
37-3013	Tree trimmers and pruners	14	16	2	14	2.10	7.14	Short-term on-the-job training
37-3019	Grounds maintenance workers, all other	13	15	2	15	2.25	6.65	Short-term on-the-job training
39-1021	First-line supervisors/managers of personal service workers	11	13	2	18	0.72	13.87	Work experience in a related field
39-2021	Nonfarm animal caretakers	13	13	0	0	0.56	7.86	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
39-3091	Amusement and recreation attendants	20	22	2	10	1.34	13.84	Short-term on-the-job training
39-9011	Child care workers	97	122	25	26	0.88	7.67	Short-term on-the-job training
39-9021	Personal and home care aides	63	82	19	30	1.11	8.36	Short-term on-the-job training
39-9032	Recreation workers	21	27	6	29	1.01	8.48	Short-term on-the-job training
41-1011	First-line supervisors/managers of retail sales workers	126	150	24	19	0.92	16.04	Work experience in a related field
41-1012	First-line supervisors/managers of non-retail sales workers	27	37	10	37	0.49	17.39	Work experience in a related field
41-2011	Cashiers, except gaming	249	255	6	2	1.16	9.43	Short-term on-the-job training
41-2021	Counter and rental clerks	21	25	4	19	0.73	8.47	Short-term on-the-job training
41-2022	Parts salespersons	10	13	3	30	0.72	13.02	Moderate-term on-the-job training
41-2031	Retail salespersons	159	204	45	28	0.53	11.66	Short-term on-the-job training
41-3021	Insurance sales agents	34	36	2	6	0.76	19.84	Bachelor's degree
41-3031	Securities, commodities, and financial services sales agents	21	36	15	71	0.52	33.17	Bachelor's degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
41-3099	Sales representatives, services, all other	23	34	11	48	0.50	9.69	Moderate-term on-the-job training
41-4011	Sales representatives, wholesale and manufacturing, technical and scientific products	15	24	9	60	0.46	31.73	Moderate-term on-the-job training
41-4012	Sales representatives, wholesale and manufacturing, except technical and scientific products	83	129	46	55	0.84	22.78	Moderate-term on-the-job training
41-9021	Real estate brokers	74	111	37	50	0.71	6.89	Work experience in a related field
41-9022	Real estate sales agents	84	125	41	49	0.75	8.36	Postsecondary vocational award
41-9041	Telemarketers	10	11	1	10	0.47	9.91	Short-term on-the-job training
41-9091	Door-to-door sales workers, news and street vendors, and related workers	66	109	43	65	0.96	6.57	Short-term on-the-job training
41-9099	Sales and related workers, all other	13	18	5	38	0.63	7.21	Moderate-term on-the-job training
43-1011	First-line supervisors/managers of office and administrative support workers	81	105	24	30	0.88	17.05	Work experience in a related field
43-3011	Bill and account collectors	11	16	5	45	0.46	11.35	Short-term on-the-job training
43-3021	Billing and posting clerks and machine operators	38	52	14	37	1.17	12.33	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
43-3031	Bookkeeping, accounting, and auditing clerks	110	149	39	35	0.82	12.37	Moderate-term on-the-job training
43-3051	Payroll and timekeeping clerks	24	30	6	25	1.92	11.94	Moderate-term on-the-job training
43-3071	Tellers	16	16	0	0	0.43	10.63	Short-term on-the-job training
43-4031	Court, municipal, and license clerks	13	18	5	38	1.96	12.13	Short-term on-the-job training
43-4051	Customer service representatives	69	107	38	55	0.50	16.06	Moderate-term on-the-job training
43-4111	Interviewers, except eligibility and loan	17	25	8	47	1.09	9.27	Short-term on-the-job training
43-4171	Receptionists and information clerks	67	97	30	45	0.96	10.70	Short-term on-the-job training
43-5021	Couriers and messengers	32	57	25	78	1.72	6.55	Short-term on-the-job training
43-5031	Police, fire, and ambulance dispatchers	12	16	4	33	2.01	12.44	Moderate-term on-the-job training
43-5032	Dispatchers, except police, fire, and ambulance	12	16	4	33	1.05	15.85	Moderate-term on-the-job training
43-5052	Postal service mail carriers	16	17	1	6	0.76	18.63	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
43-5071	Shipping, receiving, and traffic clerks	18	24	6	33	0.40	12.67	Short-term on-the-job training
43-5081	Stock clerks and order fillers	59	64	5	8	0.54	11.59	Short-term on-the-job training
43-6011	Executive secretaries and administrative assistants	60	84	24	40	0.58	15.25	Moderate-term on-the-job training
43-6012	Legal secretaries	10	15	5	50	0.47	8.87	Postsecondary vocational award
43-6013	Medical secretaries	38	53	15	39	1.21	10.15	Postsecondary vocational award
43-6014	Secretaries, except legal, medical, and executive	128	158	30	23	1.01	12.20	Moderate-term on-the-job training
43-9061	Office clerks, general	197	269	72	37	1.04	10.55	Short-term on-the-job training
45-1099	Supervisors, farming, fishing, and forestry workers	13	13	0	0	3.38	20.69	Work experience in a related field
45-2092	Farmworkers and laborers, crop, nursery, and greenhouse	55	70	15	27	1.33	7.47	Short-term on-the-job training
45-3011	Fishers and related fishing workers	14	13	-1	-7	2.40	6.55	Moderate-term on-the-job training
45-4022	Logging equipment operators	36	36	0	0	14.28	12.98	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
47-1011	First-line supervisors/managers of construction trades and extraction workers	246	342	96	39	3.77	23.57	Work experience in a related field
47-2021	Brickmasons and blockmasons	15	17	2	13	1.61	23.64	Long-term on-the-job training
47-2031	Carpenters	255	345	90	35	2.45	16.42	Long-term on-the-job training
47-2044	Tile and marble setters	11	16	5	45	2.19	15.41	Long-term on-the-job training
47-2051	Cement masons and concrete finishers	51	69	18	35	3.78	17.25	Moderate-term on-the-job training
47-2061	Construction laborers	420	588	168	40	4.78	12.43	Moderate-term on-the-job training
47-2071	Paving, surfacing, and tamping equipment operators	11	16	5	45	2.90	17.05	Moderate-term on-the-job training
47-2073	Operating engineers and other construction equipment operators	169	235	66	39	6.37	14.60	Moderate-term on-the-job training
47-2111	Electricians	74	67	-7	-9	1.65	14.28	Long-term on-the-job training
47-2141	Painters, construction and maintenance	66	78	12	18	1.94	14.44	Moderate-term on-the-job training
47-2151	Pipelayers	137	189	52	38	19.97	15.41	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
47-2152	Plumbers, pipefitters, and steamfitters	97	138	41	42	3.26	17.25	Long-term on-the-job training
47-2181	Roofers	15	20	5	33	1.36	13.23	Moderate-term on-the-job training
47-2211	Sheet metal workers	13	18	5	38	1.21	13.36	Long-term on-the-job training
47-3012	Helpers, carpenters	55	76	21	38	9.31	13.00	Short-term on-the-job training
47-3013	Helpers, electricians	15	10	-5	-33	--	--	Short-term on-the-job training
47-3015	Helpers, pipelayers, plumbers, pipefitters, and steamfitters	39	55	16	41	7.59	11.06	Short-term on-the-job training
47-4041	Hazardous materials removal workers	21	29	8	38	8.92	9.11	Moderate-term on-the-job training
47-4071	Septic tank servicers and sewer pipe cleaners	11	16	5	45	6.71	8.21	Moderate-term on-the-job training
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	37	49	12	32	1.36	23.65	Work experience in a related field
49-3021	Automotive body and related repairers	12	17	5	42	1.02	16.28	Long-term on-the-job training
49-3023	Automotive service technicians and mechanics	44	57	13	30	0.87	13.68	Postsecondary vocational award

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
49-3031	Bus and truck mechanics and diesel engine specialists	19	26	7	37	1.13	13.58	Postsecondary vocational award
49-3042	Mobile heavy equipment mechanics, except engines	32	45	13	41	4.09	14.75	Postsecondary vocational award
49-9012	Control and valve installers and repairers, except mechanical door	14	20	6	43	5.47	14.97	Moderate-term on-the-job training
49-9021	Heating, air conditioning, and refrigeration mechanics and installers	63	81	18	29	3.07	18.15	Long-term on-the-job training
49-9042	Maintenance and repair workers, general	86	110	24	28	1.02	12.80	Moderate-term on-the-job training
49-9051	Electrical power-line installers and repairers	19	24	5	26	2.83	32.47	Long-term on-the-job training
49-9052	Telecommunications line installers and repairers	10	11	1	10	0.96	24.16	Long-term on-the-job training
49-9098	Helpers--Installation, maintenance, and repair workers	19	26	7	37	2.07	9.89	Short-term on-the-job training
51-1011	First-line supervisors/managers of production and operating workers	28	35	7	25	0.67	19.95	Work experience in a related field
51-2092	Team assemblers	84	103	19	23	1.20	11.29	Moderate-term on-the-job training
51-3021	Butchers and meat cutters	10	12	2	20	--	--	Long-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
51-3022	Meat, poultry, and fish cutters and trimmers	12	20	8	67	1.35	8.51	Short-term on-the-job training
51-3023	Slaughterers and meat packers	27	49	22	81	4.08	6.60	Moderate-term on-the-job training
51-4121	Welders, cutters, solderers, and brazers	30	43	13	43	1.23	16.21	Long-term on-the-job training
51-4122	Welding, soldering, and brazing machine setters, operators, and tenders	14	20	6	43	3.16	12.60	Moderate-term on-the-job training
51-6011	Laundry and dry-cleaning workers	26	24	-2	-8	1.60	7.17	Moderate-term on-the-job training
51-6031	Sewing machine operators	13	10	-3	-23	--	--	Moderate-term on-the-job training
51-7041	Sawing machine setters, operators, and tenders, wood	11	14	3	27	2.88	9.95	Moderate-term on-the-job training
51-7042	Woodworking machine setters, operators, and tenders, except sawing	25	30	5	20	4.33	14.19	Moderate-term on-the-job training
51-8092	Gas plant operators	12	15	3	25	12.32	27.78	Long-term on-the-job training
51-9061	Inspectors, testers, sorters, samplers, and weighers	14	17	3	21	0.48	10.77	Moderate-term on-the-job training
51-9111	Packaging and filling machine operators and tenders	12	15	3	25	0.54	9.79	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
51-9198	Helpers--Production workers	28	37	9	32	0.91	7.42	Short-term on-the-job training
53-1021	First-line supervisors/managers of helpers, laborers, and material movers, hand	10	14	4	40	--	--	Work experience in a related field
53-1031	First-line supervisors/managers of transportation and material-moving machine and vehicle operators	19	27	8	42	1.42	18.53	Work experience in a related field
53-3022	Bus drivers, school	42	50	8	19	1.47	8.80	Short-term on-the-job training
53-3031	Driver/sales workers	65	78	13	20	1.77	14.94	Short-term on-the-job training
53-3032	Truck drivers, heavy and tractor-trailer	301	426	125	42	2.61	13.43	Moderate-term on-the-job training
53-3033	Truck drivers, light or delivery services	113	157	44	39	1.62	11.02	Short-term on-the-job training
53-3041	Taxi drivers and chauffeurs	13	15	2	15	0.66	8.45	Short-term on-the-job training
53-7032	Excavating and loading machine and dragline operators	21	30	9	43	4.75	15.85	Moderate-term on-the-job training
53-7051	Industrial truck and tractor operators	24	29	5	21	0.62	10.86	Short-term on-the-job training
53-7061	Cleaners of vehicles and equipment	21	27	6	29	0.98	8.23	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
53-7062	Laborers and freight, stock, and material movers, hand	130	166	36	28	0.90	8.95	Short-term on-the-job training
53-7064	Packers and packagers, hand	20	22	2	10	0.42	6.75	Short-term on-the-job training
53-7081	Refuse and recyclable material collectors	93	131	38	41	10.50	6.67	Short-term on-the-job training
		10,575	13,882	3,307	31		14.78	

at least 1.25 greater than \$14.78

Source: EMSI

Appendix B: Businesses by 3-Digit NAICS Codes

Jasper County								
Industry	NAICS Code	Change						
		2002	2007	Average Size	#	%	SC % change	US % change
Forestry and Logging	113	7	9	10	2	28.6	-26.0	-15.2
Utilities	221	4	4		0	0.0	-8.8	-0.9
Construction of Buildings	236	25	36		11	44.0	-0.4	15.4
Heavy and Civil Engineering Construction	237	9	8		-1	-11.1	-2.0	-2.3
Specialty Trade Contractors	238	96	92	8	-4	-4.2	-6.4	12.9
Nonmetallic Mineral Product Manufacturing	327	3	7	22	4	133.3	4.0	3.0
Merchant Wholesalers, Durable Goods	423	5	11	9	6	120.0	0.6	-5.6
Motor Vehicle and Parts Dealers	441	11	12	11	1	9.1	-11.6	2.2
Furniture and Home Furnishings Stores	442	5	9	5	4	80.0	-11.3	3.8
Electronics and Appliance Stores	443	4	2		-2	-50.0	-16.7	-4.7
Building Material and Garden Equipment and Supplies Dealers	444	13	13	8	0	0.0	-8.8	0.9
Food and Beverage Stores	445	16	15	15	-1	-6.3	-18.2	-0.5
Health and Personal Care Stores	446	3	4	7	1	33.3	9.1	10.2
Gasoline Stations	447	23	22	7	-1	-4.3	-2.8	-1.9
Clothing and Clothing Accessories Stores	448	4	3	2	-1	-25.0	-5.3	4.6
Miscellaneous Store Retailers	453	6	3	4	-3	-50.0	-23.9	-8.6
Nonstore Retailers	454	4	8	6	4	100.0	-17.9	11.9
Truck Transportation	484	9	14	13	5	55.6	-5.1	5.4
Credit Intermediation and Related Activities	522	11	12	6	1	9.1	12.2	23.8
Administrative and Support Services	561	27	33	8	6	22.2	2.2	13.0
Waste Management and Remediation Services	562	5	6	18	1	20.0	3.9	15.6
Ambulatory Health Care Services	621	14	27	22	13	92.9	7.4	13.3
Social Assistance	624	9	7	21	-2	-22.2	-5.0	29.4
Accommodation	721	20	19	10	-1	-5.0	-3.4	3.5
Food Services and Drinking Places	722	35	30	11	-5	-14.3	-0.2	12.2
Repair and Maintenance	811	17	17	3	0	0.0	-18.3	-0.4
Personal and Laundry Services	812	8	9	6	1	12.5	-2.4	7.2
Religious, Grantmaking, Civic, Professional, and Similar Organizations	813	5	4	4	-1	-20.0	-2.0	3.3
Private Households	814	13	24	2	11	84.6	4.6	24.9

growth rate exceeds both SC and US growth rates

Source: Bureau of Labor Statistics

Appendix C: Jasper County Employment by Industry Sector

		Employment		2002-2007 Change				2007 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2002	2007	#	%	Location Quotient	Competitive Effect		
Total		5,205	7,992	2,787	53.5			33,331	31%

<i>6 star sectors</i>		Employment		2002-2007 Change				2007 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2002	2007	#	%	Location Quotient	Competitive Effect		
Ambulatory Health Care Services	621	215	582	367	171	1.85	328	38,590	AA

<i>5 star sectors</i>		Employment		2002-2007 Change				2007 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2002	2007	#	%	Location Quotient	Competitive Effect		
Nonmetallic Mineral Product Manufacturing	327	44	154	110	250	5.37	111	35,498	BA
Merchant Wholesalers, Durable Goods	423	49	100	51	104	0.56	49	42,800	AA

<i>4 star sectors</i>		Employment		2002-2007 Change				2007 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2002	2007	#	%	Location Quotient	Competitive Effect		
Forestry and Logging	113	50	94	44	88	24.99	50	30,772	D
Specialty Trade Contractors	238	572	738	166	29	2.66	82	33,934	BA
Motor Vehicle and Parts Dealers	441	37	126	89	241	1.15	88	34,833	BA
Waste Management and Remediation Services	562	72	107	35	49	5.28	27	45,461	BA

3 star or fewer sectors									
Industry	NAICS code	Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage (\$)	Projected Growth
		2002	2007	#	%				
Nonstore Retailers	454	23	44	21	91	1.77	21	28,007	BA
Truck Transportation	484	136	187	51	38	2.29	41	29,933	BA
Administrative and Support Services	561	106	255	149	141	0.55	138	28,404	BA
Social Assistance	624	43	150	107	249	1.15	99	16,917	BA
Repair and Maintenance	811	21	53	32	152	0.74	32	32,491	BA
Furniture and Home Furnishings Stores	442	28	42	14	50	1.28	12	25,970	BA
Building Material and Garden Equipment and Supplies Dealers	444	84	105	21	25	1.40	12	27,727	BA
Food and Beverage Stores	445	224	224	0	0	1.37	2	23,874	BA
Health and Personal Care Stores	446	21	27	6	29	0.47	5	31,907	AA
Gasoline Stations	447	142	153	11	8	3.10	17	18,933	BA
Accommodation	721	176	193	17	10	1.81	9	16,841	BA
Credit Intermediation and Related Activities	522	52	73	21	40	0.44	17	33,140	BA
Clothing and Clothing Accessories Stores	448	7	7	0	0	0.08	-1	18,665	BA
Miscellaneous Store Retailers	453	20	13	-7	-35	0.26	-5	18,850	BA
Food Services and Drinking Places	722	453	328	-125	-28	0.61	-184	12,124	BA
Personal and Laundry Services	812	72	56	-16	-22	0.75	-19	17,164	D
Religious, Grantmaking, Civic, Professional, and Similar Organizations	813	28	14	-14	-50	0.18	-15	16,173	BA
Private Households	814	35	39	4	11	1.24	-3	16,970	BA

Methodology and Sourcing

Projected Growth Grading Scale:

AA=above average

A=average

BA=below average

D=decline

Sectors are rated on 6 factors: 2002-2007 employment growth, 2002-2007 employment growth rate, location quotient, competitive effect, average annual wage, and projected growth.

Stars are based on: 2002-2007 employment growth of 25 or more, 2002-2007 employment growth rate greater than 53.5% (overall county job growth), location quotient of at least 1.25, competitive effect greater than 0, average annual wage greater than \$33,331 (2007 average for all jobs in the county), and average or above average projected growth.

Location Quotient: percentage of employment in the sector in the county divided by the percentage of employment in that sector in the US; gives an indication of how concentrated employment in the sector is in the county; based on 2007 data.

Competitive Effect: based on shift-share analysis; represents the change in employment in the sector in the county after accounting for overall US employment growth and growth/decline in the sector in the US.

Source: Bureau of Labor Statistics; projections based on data from EMSI and SC Department of Commerce.



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